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ABSTRACT

More than 53 million women age 16 and over comprise 45 percent of the total labor force. Projections indicate that women's share of the labor force will increase to 47 percent in the year 2000. Greater numbers of minority women will enter the labor force. Furthermore, the labor force will be older by the year 2000. The economy has long been and will continue to be dominated by the service-producing sector. Almost all of the net increase of 21 million jobs between 1986 and 2000 will be in the service-producing sector. The increases in the services sector bode well for the future of working women, because women have dominated many of the industries where growth is expected to be greatest. Women have made great strides in obtaining jobs that require postsecondary education and/or skills training. Eleven occupations are projected to increase by more than 400,000 jobs in the year 2000, and women held more than 80 percent of those jobs in six occupational categories in 1986. These 11 occupations are expected to account for 30 percent of job growth to 2000. (YLB)

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Facts on U.S. Working Women

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Fact Sheet No. 88-1
January 1988

WOMEN AND WORKFORCE 2000

Several emerging trends in the economy and the labor force today will shape and characterize the work force of the future. Significant among them are: an aging work force; greater numbers of women, minorities and immigrants in the work force; a declining pool of youth; a continuing shift to the service producing sector; and an increasing demand for workers with high skills.

LABOR FORCE OUTLOOK

Today, more than 53 million women age 16 and over comprise 45 percent of the total labor force. Although the labor force will grow more slowly than in the past, there will be 139 million persons in the labor force in the year 2000, an increase of 21 million from 1986. Women, minorities, and immigrants will account for 90 percent of the increase. It is projected that women's share of the labor force will increase to 47 percent in 2000.

Women will be the major source of new entrants into the labor force over the next 13 years. They will account for 63 percent of the net labor force growth or 13.2 million women by 2000. The number of black women will increase by 2.1 million or 16 percent and account for one-tenth of the overall labor force growth.

The number of Hispanic women in the labor force by the year 2000 is projected to reach 5.8 million, an increase of 85 percent. This projected 1986 to 2000 increase is more than that of white and black women's increases combined. Hispanic women will account for about 13 percent of the increase in the total labor force by 2000. In addition, about 1 out of 10 women entrants will be of Asian, American Indian, Alaskan Native, or other descent.

The labor force will be older by the year 2000. While the number of workers between the ages of 20 and 34 will decline by 4.6 million, the number between 45 and 54 will increase by 12.8 million. Half of the women in the labor force will be between the ages of 35 and 54. This is a shift from 1986 when the majority of women in the labor force were between the ages of 25 and 44. There will be a net increase of workers aged 16 to 19

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between 1986 and 2000, but there will be a substantial, immediate (short term) decline in these workers between 1986 and 1995.

Women in the Labor Force in 1986 and Projected to Year 2000
(Numbers in thousands)

Group	1986	2000	Percent	Change
Total	117,837	138,775	100.0	20,938
Men	65,423	73,136	52.7	7,713
Women	52,414	65,639	47.3	13,225
White	44,585	54,449	39.2	9,864
Black	6,311	8,408	6.1	2,097
Asian, other*	1,518	2,782	2.0	1,264
Hispanic**	3,128	5,783	4.2	2,655

Source: U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, September 1987.

* Includes American Indian, Alaskan Native, Asian, and Pacific Islanders.

** Persons of Hispanic origin may be of any race.

INDUSTRIAL OUTLOOK

The economy has long been and will continue to be dominated by the service producing sector. That sector includes the following industry groups: transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government. The largest component is services which accounted for 30 percent of the total employment of 74.4 million workers in this sector in 1986.

Almost all of the net increase of 21 million jobs between 1986 and 2000 will be in the service producing sector. By that year, 80 percent of all nonfarm wage and salary employment will be in the service producing sector compared with 75 percent in 1986.

The increases in the services sector bode well for the future of working women. In 1986, 40.5 million women, or more than four out of five, were employed in the service producing industries. Women dominated many of the industries where growth is expected to be greatest. For example, women held more than three-fourths of the jobs in the health services industry (including hospitals) and the social services industry.

The 10 industries projected to generate the largest number of new wage and salary jobs will account for 45 percent of the net increase in employment from 1986 to 2000. In 1986, women held more than half of the jobs in six of these industries.

Industries Projected to Generate
Largest Number of Wage and Salary Jobs, 1986-2000
(Numbers in thousands)

Industry	1986 Employment	New Jobs
Eating and drinking places	5,879	2,471
Offices of health practitioners	1,672	1,375
New and repair construction	4,904	890
Nursing and personal care facilities	1,250	852
Personnel supply services	1,017	832
State and local government education	7,058	784
Machinery and equipment wholesalers	1,445	614
Computer and data processing services	591	613
Grocery stores	2,523	598
Hotels and other lodging places	1,401	574

Source: U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, September 1987.

OCCUPATIONAL OUTLOOK

Women have made great strides in obtaining jobs that require postsecondary education and/or skills training. As recent as 1986, their share of managerial and professional specialty jobs reached 43 percent. Similarly, minority women have moved into higher paying positions but at a slower rate. Over the period between 1983 and 1986, the percent of black women in executive, administrative and managerial jobs increased from 4.9 percent to 6 percent. These trends are important as more jobs of the future will require higher skills.

Of the eleven occupations which are projected to increase by more than 400,000 jobs by 2000, women held more than 80 percent of those jobs in six occupational categories in 1986. These 11 occupations are expected to account for 30 percent of job growth to 2000.

The three broad occupation groups with the most highly trained workers, (executive, administrative, and managerial; professional specialty; and technician and related support) will account for 40 percent, or 8 million, of the job growth between 1986 and 2000. In 1986, women held 43.8 percent of such jobs. Black women accounted for 7 percent and Hispanic women 3 percent.

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The occupation group with the greatest increase, 5.4 million, is service workers. This job category, dominated by women who accounted for 61 percent of the service jobs in 1986, is within the group of jobs requiring the least skills. Within the group of jobs requiring lower skilled workers, three categories will have declining employment: farming, forestry and fishing; machine setters and operators; and hand workers, including assemblers. Although women held only 16 percent of the jobs in the farming category in 1986, they held 31 percent of the jobs in the other two categories combined.

Occupations with Largest Job Growth, 1986-2000
(Numbers in thousands)

Occupation	1986 Employment		New Jobs
	Number	Percent Women	
Salespersons, retail	3,579	59.5	1,201
Waiters and waitresses	1,702	85.1	752
Registered nurses	1,406	94.3	612
Janitors, cleaners (incl. maids and housekeeping cleaners)	2,676	42.7	604
General managers and top executives	2,383	na	582
Cashiers	2,165	82.9	575
Truck drivers, light and heavy	2,211	4.3	525
General office clerks	2,361	80.5	462
Food counter, fountain and related workers	1,500	na	449
Nursing aides, orderlies, and attendants	1,224	90.5	433
Secretaries	3,234	99.0	424

Source: U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, September 1987.